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DOLLAR TREE STORES, INC.

14 UNITED STATES DISTRICT COURT
15 NORTHERN DISTRICT OF CALIFORNIA

16 MIGUEL E. CRUZ, and JOHN D. HANSEN,
17 individually and on behalf of all others
similarly situated,

18 Plaintiffs,

19 v.

20 DOLLAR TREE STORES, INC.,

21 Defendant.

22 ROBERT RUNNINGS individually, and on
23 behalf of all others similarly situated,

24 Plaintiff,

25 v.

26 DOLLAR TREE STORES, INC., and DOES 1
through 25, inclusive,

27 Defendants.

CASE NO. C 07 2050 SC

CASE NO. C 07 04012 SC

DECLARATION OF CHARLOTTA
JACOBSEN-ALLEN

JUDGE: Hon. Samuel Conti

COMPLAINT FILED: April 11, 2007;
July 6, 2007

TRIAL DATE: No date set.

1 I, Charlotta Jacobson-Allen, declare as follows:

2 1. I am over the age of eighteen and have personal knowledge of the facts
 3 set forth below. If called upon as a witness, I could testify competently thereto.

4 2. I am employed by Williams Mullen, P.C. as a Paralegal.

5 3. Ms. Brady provided me with a "Payment Detail Listing" (also referred to as
 6 a PR260 report) for Robert Runnings. The Payment Detail Listing identifies any hours
 7 for which Mr. Runnings received compensation, the amount of compensation along with
 8 any bonuses he received during any given week.

9 4. Ms. Brady provided me with "Compass" schedules available during
 10 Runnings' tenure with Dollar Tree as a Store Manager.

11 5. Ms. Brady provided me with spreadsheets ("Wage and Hour
 12 Spreadsheets") which identify the employees who worked in Runnings' store, the hours
 13 each employee worked and the wages each earned for any given week.

14 6. Exhibit 42 to Runnings' Deposition lists Robert Runnings' certification
 15 responses indicating whether or not he spent more than 50% of the previous week
 16 working on exempt functions.

17 7. I reviewed Mr. Runnings' certification responses as demonstrated on
 18 Exhibit 42 in conjunction with the Wage and Hour Reports from Ms. Brady. According to
 19 Exhibit 42, Mr. Runnings stated he could not certify that he spent more than 50% of his
 20 work week performing exempt functions because he did not have "enough hours" during
 21 the week ending January 20, 2007. According to the Wage and Hour Reports, Mr.
 22 Runnings' employees worked 318 payroll hours. On June 25, 2005, Mr. Runnings
 23 certified he did spend more than 50% of his work week performing exempt functions
 24 while his employees worked 299 payroll hours. I also compared the sales for those two
 25
 26
 27
 28

periods. The sales for the week-ending June 25, 2005 were almost 13% higher than those for week-ending January 20,2007.

8. Patricia Doss, an Employee Relations Manager for Dollar Tree Management, Inc. ("DTM"), provided me with a report showing whether or not California Store Managers spent more than 50% of the previous week working on exempt functions. This report showed the responses by week, the number of stores that responded, percentage of Store Managers responding and whether their response was yes or no. I compared the number of "yes" responses to the total number of responses made. The results of this comparison are attached as Exhibit A hereto.

9. I reviewed the Wage and Hour Spreadsheets. At any given time, Mr. Runnings supervised anywhere between eight and 40 hourly employees including Assistant Store Managers. The total number of hours worked by his employees ranged from a low of 151 to a high of 1,055.

10. Based on the PR260s, Mr. Runnings base earnings went from \$45,500 in 2004 to \$49,200 in 2007.

I declare under penalty of perjury under the laws of the Commonwealth of Virginia
that the foregoing is true and correct.

Executed in Norfolk, Virginia this 19th day of January, 2008.

Charlotta Jacobson Allen

Exhibit A

CALIFORNIA JOB CERTIFICATION SUMMARY REPORT

STORES	PAYROLL W/E DATE	COMPLETED	PERCENT	PAYROLL WEEK	YES%	NO%	Percentage Yes vs. Complete
200	6/4/2005	200	100%	6/4/2005	88.17%	11.83%	88.17%
200	6/11/2005	200	100%	6/11/2005	91.19%	8.81%	91.19%
201	6/18/2005	201	100%	6/18/2005	85.29%	14.71%	85.29%
201	6/25/2005	201	100%	6/25/2005	90.14%	9.86%	90.14%
201	7/2/2005	201	100%	7/2/2005	86.96%	13.04%	86.96%
202	7/9/2005	201	100%	7/9/2005	87.34%	12.66%	86.91%
202	7/16/2005	201	100%	7/16/2005	88.46%	11.54%	88.02%
202	7/23/2005	201	100%	7/23/2005	84.75%	15.25%	84.33%
202	7/30/2005	201	100%	7/30/2005	92.45%	7.55%	92.00%
202	8/6/2005	202	100%	8/6/2005	90.24%	9.76%	90.24%
202	8/13/2005	202	100%	8/13/2005	98.11%	1.89%	98.11%
202	8/20/2005	200	99%	8/20/2005	91.84%	8.16%	90.93%
202	8/27/2005	202	100%	8/27/2005	84.91%	15.09%	84.91%
202	9/2/2005	202	100%	9/3/2005	88.46%	11.54%	88.46%
203	9/17/2005	203	100%	9/17/2005	85.98%	14.02%	85.98%
206	10/1/2005	206	100%	10/1/2005	88.24%	11.76%	88.24%
209	10/8/2005	209	100%	10/8/2005	82.35%	17.65%	82.35%
209	10/15/2005	209	100%	10/15/2005	90.91%	9.09%	90.91%
209	10/22/2005	209	100%	10/22/2005	86.11%	13.89%	86.11%
209	10/29/2005	209	100%	10/29/2005	88.37%	11.63%	88.37%
209	11/5/2005	209	100%	11/5/2005	90.63%	9.38%	90.63%
210	11/12/2005	203	97%	11/12/2005	75.00%	25.00%	72.50%
210	11/19/2005	210	100%	11/19/2005	75.76%	24.24%	75.76%
210	11/26/2005	205	98%	11/26/2005	88.46%	11.54%	86.36%
210	12/3/2005	200	95%	12/3/2005	87.88%	12.12%	83.69%
210	12/10/2005	204	97%	12/10/2005	87.10%	12.90%	84.61%
210	12/24/2005	200	95%	12/24/2005	65.22%	34.78%	62.11%
210	1/2/2006	210	100%	12/31/2005	90.00%	10.00%	90.00%
210	1/9/2006	210	100%	1/7/2006	93.55%	6.45%	93.55%
210	1/16/2006	208	99%	1/14/2006	85.71%	14.29%	84.90%
210	1/23/2006	200	95%	1/21/2006	90.48%	9.52%	86.17%
210	1/30/2006	210	100%	1/28/2006	93.94%	6.06%	93.94%
210	2/6/2006	210	100%	2/4/2006	89.47%	10.53%	89.47%
210	2/13/2006	210	100%	2/11/2006	91.67%	8.33%	91.67%
210	2/20/2006	210	100%	2/18/2006	92.86%	7.14%	92.86%
210	2/27/2006	210	100%	2/25/2006	89.13%	10.87%	89.13%

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STORES	PAYROLL W/E DATE	COMPLETED	PERCENT	PAYROLL WEEK	YES%	NO%	Percentage Yes vs. Complete
210	3/6/2006	210	100%	3/4/2006	75.56%	24.44%	75.56%
212	3/13/2006	200	94%	3/11/2006	80.95%	19.05%	76.37%
213	3/20/2006	195	92%	3/18/2006	81.97%	18.03%	75.04%
213	3/27/2006	200	94%	3/25/2006	79.31%	20.69%	74.47%
214	4/3/2006	213	100%	4/1/2006	86.54%	13.46%	86.13%
214	4/10/2006	210	98%	4/8/2006	79.66%	20.34%	78.17%
214	4/17/2006	210	98%	4/15/2006	79.03%	20.97%	77.56%
214	4/24/2006	198	93%	4/22/2006	69.39%	30.61%	64.20%
214	5/1/2006	200	93%	4/29/2006	84.09%	15.91%	78.59%
214	5/8/2006	201	94%	5/6/2006	87.04%	12.96%	81.75%
214	5/15/2006	198	93%	5/13/2006	85.71%	14.29%	79.31%
214	5/22/2006	200	93%	5/20/2006	82.86%	17.14%	77.44%
214	5/29/2006	210	98%	5/27/2006	74.36%	25.64%	72.97%
214	6/5/2006	189	88%	6/10/2006	87.88%	12.12%	77.61%
214	6/19/2006	210	98%	6/24/2006	84.38%	15.63%	82.80%
214	6/26/2006	206	96%	7/1/2006	83.78%	16.22%	80.65%
214	7/3/2006	209	98%	7/8/2006	82.35%	17.65%	80.43%
214	7/10/2006	211	99%	7/15/2006	88.37%	11.63%	87.13%
214	7/17/2006	206	96%	7/22/2006	81.20%	18.80%	78.16%
214	7/24/2006	200	93%	7/29/2006	87.88%	12.12%	82.13%
214	7/31/2006	214	100%	8/5/2006	89.23%	10.77%	89.23%
214	8/7/2006	199	93%	8/12/2006	77.05%	22.95%	71.65%
214	8/14/2006	206	96%	8/19/2006	87.14%	12.86%	83.89%
214	8/21/2006	211	99%	8/26/2006	89.47%	10.53%	88.22%
214	8/28/2006	207	97%	9/2/2006	84.44%	15.56%	81.68%
217	9/4/2006	212	98%	9/9/2006	81.82%	18.18%	79.93%
217	9/11/2006	206	95%	9/16/2006	86.27%	13.73%	81.90%
219	9/18/2006	210	96%	9/23/2006	83.98%	16.02%	80.53%
220	9/25/2006	214	97%	9/30/2006	86.58%	13.42%	84.22%
223	10/2/2006	200	90%	10/7/2006	88.57%	11.43%	79.44%
225	10/9/2006	200	89%	10/14/2006	77.27%	22.73%	68.69%
225	10/16/2006	220	98%	10/21/2006	80.00%	20.00%	78.22%
225	10/23/2006	220	98%	10/28/2006	86.15%	13.85%	84.24%
225	10/30/2006	221	98%	11/4/2006	86.05%	13.95%	84.52%
225	11/6/2006	222	99%	11/11/2006	83.02%	16.98%	81.91%
225	11/13/2006	224	100%	11/18/2006	84.62%	15.38%	84.24%

CALIFORNIA JOB CERTIFICATION SUMMARY REPORT

STORES	PAYROLL W/E DATE	COMPLETED	PERCENT	PAYROLL WEEK	YES%	NO%	Percentage Yes vs. Complete
225	11/20/2006	225	100%	11/25/2006	83.75%	16.25%	83.75%
225	11/27/2006	220	98%	12/2/2006	83.33%	16.67%	81.48%
225	12/4/2006	220	98%	12/9/2006	81.54%	18.46%	79.73%
225	12/11/2006	202	90%	12/16/2006	83.72%	16.28%	75.16%
225	12/18/2006	219	97%	12/23/2006	85.71%	14.29%	83.43%
225	12/26/2006	205	91%	12/30/2006	78.57%	21.43%	71.59%
225	1/1/2007	200	89%	1/6/2007	81.82%	18.18%	72.73%
225	1/8/2007	198	88%	1/13/2007	78.45%	21.55%	69.03%
225	1/15/2007	220	98%	1/20/2007	77.87%	22.13%	76.14%
225	1/22/2007	177	79%	1/27/2007	78.10%	21.90%	61.43%
225	1/29/2007	160	71%	2/3/2007	81.03%	18.97%	57.62%
225	2/6/2007	154	68%	2/10/2007	82.58%	17.42%	56.52%
230	2/13/2007	162	70%	2/17/2007	79.37%	20.63%	55.90%
230	2/20/2007	155	67%	2/24/2007	79.53%	20.47%	53.59%
230	2/27/2007	152	66%	3/3/2007	78.63%	21.37%	51.96%
230	3/6/2007	165	72%	3/10/2007	81.48%	18.52%	58.45%
230	3/13/2007	184	80%	3/17/2007	77.78%	22.22%	62.22%
230	3/20/2007	184	80%	3/24/2007	82.01%	17.99%	65.61%
230	3/27/2007	183	80%	3/31/2007	79.23%	20.77%	63.04%
230	4/3/2007	198	86%	4/7/2007	81.20%	18.80%	69.91%
230	4/10/2007	208	90%	4/14/2007	81.20%	18.80%	73.44%
230	4/17/2007	227	99%	4/21/2007	80.00%	20.00%	78.96%
230	4/24/2007	192	83%	4/28/2007	79.56%	20.44%	66.42%
230	5/1/2007	194	84%	5/5/2007	80.15%	19.85%	67.60%
230	5/7/2007	186	81%	5/12/2007	82.19%	17.81%	66.47%
230	5/14/2007	182	79%	5/19/2007	76.22%	23.78%	60.32%
230	5/21/2007	187	81%	5/26/2007	82.14%	17.86%	66.79%
230	5/28/2007	184	80%	6/2/2007	84.72%	15.28%	67.78%
230	6/4/2007	179	78%	6/9/2007	82.78%	17.22%	64.43%
230	6/11/2007	174	76%	6/16/2007	81.51%	18.49%	61.66%
230	6/18/2007	183	80%	6/23/2007	85.31%	14.69%	67.88%
230	6/25/2007	178	77%	6/30/2007	80.89%	19.11%	62.60%
230	7/2/2007	180	78%	7/7/2007	83.66%	16.34%	65.47%
230	7/9/2007	188	82%	7/14/2007	83.75%	16.25%	68.46%
237	7/16/2007	184	78%	7/21/2007	83.97%	16.03%	65.20%
237	7/23/2007	179	76%	7/28/2007	83.65%	16.35%	63.18%

CALIFORNIA JOB CERTIFICATION SUMMARY REPORT

STORES	PAYROLL W/E DATE	COMPLETED	PERCENT	PAYROLL WEEK	YES%	NO%		Percentage Yes vs. Complete
237	7/30/2007	184	78%	8/4/2007	79.29%	20.71%		61.56%
237	8/9/2007	184	78%	8/11/2007	77.89%	22.11%		60.47%